Clinical Nurse Specialist – Nurse-Led Care, Practice Development and Innovation

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Permanent: 37.5 hours per week, Mon to Fri 9-5pm plus 1 in 4 weekend management on call | Salary/Band: 7

Accountable to: Associate Director of IPU/Care at Home | Direct reports: Band 6 senior nurses

The Hospice of St Francis provides free specialist care across West Hertfordshire and South Buckinghamshire. This senior clinical role combines advanced nurse-led palliative care with practice development, innovation, education, quality assurance and service improvement within the Inpatient Unit (IPU). The post holder will work collaboratively with nursing, medical and wider multidisciplinary teams to improve outcomes and experience for patients and those important to them.

Main duties and responsibilities:

OVERALL JOB PURPOSE:

- Provide autonomous, advanced specialist palliative care assessment, clinical decision-making, prescribing, care planning, review and discharge for patients and families with complex needs.
- Lead the implementation, delivery and evaluation of nurse-led admissions, reviews, care and discharges, acting as a visible role model for safe nurse-led decision-making.
- Work within IPU to monitor and improve standards of physical, psychological, social and spiritual care in line with Hospice policy, CQC requirements and organisational strategy.
- Model expert clinical practice and support colleagues through coaching, mentoring, clinical supervision, teaching, reflective practice and competency development.
- Lead and support practice development, innovation, audit, research, quality improvement and change-management activity, translating evidence and learning into sustained improvements in care.
- Oversee clinical incidents supporting the band 6 team to investigate, identify and share learnings. Identify and highlight any themes and risks, working with Associate Director of IPU and Care at Home to ensure learnings are shared and embedded.
- Report into Clinical Incidents meeting to share incidents, themes and learnings.
- Support safe medicines management, including reconciliation, discharge medication processes and non-medical prescribing in accordance with NMC, statutory and Hospice requirements.
- Take the nursing lead at weekly medical board and ward rounds, ensuring decisions and actions are communicated to relevant teams, encouraging RNs to participate, giving opportunity to gain confidence and learning.
- Be an active member of infection prevention group.
- Support complex discharge planning, Advance Care Planning, ReSPECT documentation, CHC funding applications and effective liaison with community and external services.
- Encourage and provide opportunities for team members to increase their understanding of and develop skills within advance care planning, CHC applications and external services involved in a patients treatment or discharge.
- Lead the IV iron service, including patient assessment against agreed criteria and coordination of treatment delivery.
- Line management of band 6 nurses.
- Support with day-to-day running of Respite for Good (R4G) and patients using designated R4G beds.
- Participate in the IPU senior management on-call rotas, providing advice and support and attending in person when required in an emergency.
- Support with IPU management as required in absence of band 6 nurses.
- Work flexibly, including occasional nursing shifts, work outside usual hours and travel between clinical settings when service needs require.
- Represent the Hospice, uphold its values and reputation, support income-generation activity and contribute to the strategic ambition to extend the reach of care.

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Key accountabilities, responsibilities and tasks	
Advanced clinical practice	• Undertake complex holistic assessments, diagnosis, clinical reasoning, prescribing, intervention and evaluation within scope of competence. • Manage clinical risk and make ethical, evidence-based decisions, escalating or seeking MDT advice when appropriate. • Maintain accurate records, effective handovers and continuity of care.
Practice development, education and innovation	• Design and deliver learning with the education and practice-development teams, adapting coaching and teaching to different learners and settings. • Support Associate Director of IPU and Care at Home to develop, implement and review clinical competencies and support induction, supervision and professional development. • Promote evidence-based care, research awareness, reflective practice and innovation across clinical services.
Quality, governance and improvement	• Coordinate and complete audits, outcome measures and improvement projects, using data and feedback to recommend change. • Support investigations of incidents and complaints, monitor external drivers and share learning through relevant governance forums. • Contribute to policies, protocols and guidelines with nursing or practice implications.
Leadership and communication	• Provide professional and practical leadership, motivating colleagues and supporting confidence, competence and engagement during change. • Clinically work alongside the nursing team to share knowledge and best practice. • Encourage staff progression and development, providing opportunities for team members to learn and develop new skills and experience. • Communicate complex and sensitive information clearly and compassionately with patients, families, colleagues and partner organisations. • Build effective relationships across organisational boundaries and participate in relevant local and wider professional networks.
Equality, safety and professional accountability	• Deliver individualised care that respects each person's values, beliefs, culture and preferences and actively addresses barriers to access or engagement. • Practise in accordance with the NMC Code, Hospice policies, information-governance requirements and delegated authority. • Identify safeguarding, clinical, reputational, health and safety, infection-control and lone-working risks.

Person specification	
Essential qualifications	• Registered Nurse (Level 1) with current NMC registration. • Degree or equivalent qualification in palliative care, oncology or a relevant clinical field. • Recognised teaching, assessing or mentorship qualification, or equivalent experience. • Approved non-medical prescribing qualification and NMC registration in this area, or commitment to complete. • Advanced physical assessment qualification, or commitment to complete.
Experience and knowledge	• At least five years' senior-level experience in palliative care, oncology or a closely related setting. • Advanced knowledge of specialist palliative and end-of-life care, including assessment, symptom management, review, coordination and discharge. • Recent experience of practice development, clinical audit and service improvement; research experience is desirable. • Experience of coaching, mentoring, clinical supervision, teaching and competency development. • Experience of leading or contributing to clinical incident and complaint investigations. • Knowledge of medicines management, infection prevention and control, health and safety, safeguarding, Mental Capacity Act, best-interest decision-making, DoLS, consent, confidentiality and data protection. • Experience of working across professional and organisational boundaries and with diverse communities.
Skills and approach	• Expert clinical reasoning and the ability to make safe, autonomous decisions in complex and rapidly changing situations. • Excellent written, verbal and interpersonal communication, including the ability to convey sensitive information and influence others. • Strong leadership, facilitation, coaching and change-management skills. • Ability to analyse data, identify trends, assess risk, prepare reports and make evidence-based recommendations. • Highly organised, accurate and able to prioritise competing demands, meet deadlines and respond effectively to interruptions. • Confident use of Microsoft Office and electronic patient-record systems. • Compassionate, inclusive and person-centred approach, with awareness of unconscious bias and barriers to access. • Emotional resilience, self-motivation and the ability to work both independently and collaboratively.
Working requirements	• Flexibility to work outside normal hours and at weekends when required, including participation in the senior nurse on-call rota. • Ability to work across IPU, community, outpatient, care-home and hospital environments and to undertake clinical shifts when required. • Own transport, a valid UK driving licence and the ability to travel for the role. • Ability to work in a busy clinical environment involving frequent interruptions, periods of standing, walking and computer work, and exposure to emotionally distressing circumstances.
General responsibilities	• Maintain mandatory training, continuing professional development, professional registration and revalidation requirements. • Comply with Hospice policies relating to health and safety, fire, infection control, information governance, safeguarding and lone working. • Safeguard patients and families, report incidents promptly and take appropriate action where risk is identified. • Demonstrate commitment to the aims, ethos and values of The Hospice

	of St Francis and continually seek to improve services.